

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: July 23, 2013 – July 22, 2014.

1) Employment Unit: CBS Radio – Riverside/Palm Springs, CA

2) Unit Members (Stations and Communities of License):

**KEZN(FM), Palm Desert, CA
KFRG(FM), San Bernardino, CA
KRAK(AM), Hesperia, CA
KVFG(FM), Victorville, CA
KXFG(FM), Menifee, CA**

3) EEO Contact Information for Employment Unit:

Mailing Address: CBS RADIO RIVERSIDE 900 E. WASHINGTON ST STE 315 COLTON, CA 92324	Telephone Number: 909-825-9525
	Contact Person/Title: JENNIFER ROBLEDO/MARKET CONTROLLER
	E-mail Address: Jennifer.robledo@cbsradio.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

	Job Title	Recruitment Source Referring Hiree
(1)	ACCOUNT EXECUTIVE	Employee Referral
(2)	ACCOUNT EXECUTIVE	KRAK-AM On-Air Ad Spot
(3)	ACCOUNT EXECUTIVE	LinkedIn
(4)	DIGITAL SALES MANAGER	Employee Referral
(5)	GENERAL SALES MANAGER	Employee Referral

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are Equal Opportunity Employers.**

5) Job Title: (1)Account Executive Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CA Minority Professional Network	Jennifer Robledo	First Advantage Job Board DBA Findly	909-433-3003		NO
Cal State University – San Bernardino	Lucas Cuny	https://csusb-csm.symplicity.com 5500 University Parkway San Bernardino, CA 92407	909-537-5250		NO
CBS Campus Recruiting	Jennifer Robledo	www.cbs.com/careers	909-433-3003		NO
CBS Corporation	Jennifer Robledo	www.cbcorporation.com/careers	909-433-3003		NO
CBS Internal Gateway	Jennifer Robledo	www.cbsandyou.com	909-433-3003		NO
CBS Radio Career Site	Jennifer Robledo	www.cbsradio.com/careers	909-433-3003		NO
Diversity.com	Jennifer Robledo	First Advantage Job Board DBA Findly	909-433-3003		NO
Employee Referral	N/A	N/A	N/A	1	NO
First Advantage Job Board DBA Findly*	Jennifer Robledo	Lycos, OodleOLX, AJE, Zoominfo, JuJu, HR.com, Spoke, Jobirn, JustJobs, etc.	909-433-3003		NO
University of California, Riverside	Jennifer Robledo	http://careers.ucr.edu/ First Advantage Job Board DBA Findly	909-433-3003		NO

*In general, in addition to sending notice to CBSRadio.com, the Employment Unit distributes notice to various sources (e.g., LinkedIn.com, etc.) using the CBS Radio recruitment software, listed on Attachment A. Indeed.com and America's Job Exchange ("AJE") scrape CBS Radio websites for job vacancy announcements, as well. Notices that AJE scrapes are also further distributed by AJE to a broad network of recruitment sources, listed on Attachment B. Note that these lists may change from time to time.

5) Job Title: (2) Account Executive Referral Source(s) of Hiree: KRAK-AM On-Air Ad Spot

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Cal State University – San Bernardino	Lucas Cuny	https://csusb-csm.symplicity.com 5500 University Parkway San Bernardino, CA 92407	909-537-5250		NO
CBS Campus Recruiting	Jennifer Robledo	www.cbs.com/careers	909-433-3003		NO
CBS Corporation	Jennifer Robledo	www.cbcorporation.com/careers	909-433-3003		NO
CBS Internal Gateway	Jennifer Robledo	www.cbsandyou.com	909-433-3003		NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Radio Career Site	Jennifer Robledo	www.cbsradio.com/careers	909-433-3003	1	NO
Diversity.com	Jennifer Robledo	www.diversity.com First Advantage Job Board DBA Findly	909-433-3003		NO
Employee Referral	N/A	N/A	N/A	1	NO
Entertainment Careers	Jennifer Robledo	www.entertainmentcareers.net First Advantage Job Board DBA Findly	909-433-3003		NO
First Advantage Job Board DBA Findly	Jennifer Robledo	Lycos, OodleOLX, AJE, Zoominfo, JuJu, HR.com, Spoke, Jobirn, JustJobs	909-433-3003		NO
KRAK-AM On-Air Ad Spot	Jeff Salkin	11920 Hesperia Rd. Hesperia, CA 92345	N/A	1	NO
San Joaquin Valley College Job Fair (Feb. 20, 20114)	Adamina Mckenzie	9331 Mariposa Rd. Hisperia, CA 92344	760-948-1947 ext. 122	1	NO
University of California, Riverside	Jennifer Robledo	http://careers.ucr.edu/ First Advantage Job Board DBA Findly	909-433-3003		NO

5) Job Title: (3) Account Executive Referral Source(s) of Hiree: LinkedIn

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CA Minority Professional Network	Jennifer Robledo	www.minorityprofessionalnetwork.com/california.asp First Advantage Job Board DBA Findly	909-433-3003		NO
Cal State University – San Bernardino	Lucas Cuny	https://csusb-csm.symplicity.com 5500 University Parkway San Bernardino, CA 92407	909-537-5250		NO
California Broadcasters Assoc.	Joe Berry	915 "L" Street, Suite 1150 Sacramento, CA 95814	916-444-2237		NO
CBS Campus Recruiting	Jennifer Robledo	www.cbs.com/careers	909-433-3003		NO
CBS Corporation	Jennifer Robledo	www.cbscorporation.com/careers	909-433-3003		NO
CBS Internal Gateway	Jennifer Robledo	www.cbsandyou.com	909-433-3003		NO
CBS Radio Career Center	Jennifer Robledo	www.cbsradio.com/careers	909-433-3003	2	NO
Employee Referral	N/A	N/A	N/A	1	NO
First Advantage Job Board DBA Findly	Jennifer Robledo	Lycos, OodleOLX, AJE, Zoominfo, JuJu, HR.com, Spoke, Jobirn, JustJobs	909-433-3003	1	NO
KEZN-AM On-Air Ad Spot	Rob Zavitka	72915 Parkview Drive, Palm Desert, CA 92260	909-433-3003		NO
LinkedIn	WEBSITE	www.linkedin.com	N/A	1	NO
Mediarecruiter.com	Jennifer Robledo	www.mediarecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, CO 80126	909-433-3003		NO
Simply Hired	WEBSITE	www.simplyhired.com	N/A	1	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
University of California, Riverside	Jennifer Robledo	http://careers.ucr.edu/ First Advantage Job Board DBA Findly	909-433-3003		NO
Zip Recruiter	WEBSITE	www.ziprecruiter.com	N/A	1	NO

5) Job Title: (4) Digital Sales Manager Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CA Minority Professional Network	Jennifer Robledo	www.minorityprofessionalnetwork.com/california.asp First Advantage Job Board DBA Findly	909-433-3003		NO
Cal State University – San Bernardino	Lucas Cuny	https://csusb-csm.symplicity.com 5500 University Parkway San Bernardino, CA 92407	909-537-5250		NO
CBS Campus Recruiting	Jennifer Robledo	www.cbs.com/careers	909-433-3003		NO
CBS Corporation	Jennifer Robledo	www.cbcorporation.com/careers	909-433-3003		NO
CBS Internal Gateway	Jennifer Robledo	www.cbsandyou.com	909-433-3003		NO
CBS Radio Careers Site	Jennifer Robledo	www.cbsradio.com/careers	909-433-3003		NO
Diversity.com	Jennifer Robledo	www.diversity.com First Advantage Job Board DBA Findly	909-433-3003		NO
Employee Referral	N/A	N/A	N/A	1	NO
First Advantage Job Board DBA Findly	Jennifer Robledo	Lycos, OodleOLX, AJE, Zoominfo, JuJu, HR.com, Spoke, Jobim, JustJobs	909-433-3003		NO
University of California, Riverside	Jennifer Robledo	http://careers.ucr.edu/ First Advantage Job Board DBA Findly	909-433-3003		NO

5) Job Title: (5) General Sales Manager Referral Source(s) of Hiree: Employee Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
CBS Campus Recruiting	Jennifer Robledo	www.cbs.com/careers	909-433-3003		NO
CBS Corporation	Jennifer Robledo	www.cbcorporation.com/careers	909-433-3003		NO
CBS Internal Gateway	Jennifer Robledo	www.cbsandyou.com	909-433-3003		NO
CBS Radio Careers Website	Jennifer Robledo	www.cbsradio.com/careers	909-433-3003		NO
Employee Referral	N/A	N/A	N/A	1	NO

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Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
First Advantage Job Board DBA Findly	Jennifer Robledo	Lycos, OodleOLX, AJE, Zoominfo, JuJu, HR.com, Spoke, Jobirn, JustJobs	909-433-3003		NO

- 6) **Total # of Interviewees Referred:** For the period from July 23, 2013 through July 22, 2014, this Employment Unit interviewed 14 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.**

a) **Participation in Job Fairs**

San Joaquin Valley College Grad Success Fair

Date: February 20, 2014

Personnel Involved: General Sales Manager

The Employment Unit participated in the SJVC Grad Success Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

Riverside County Job Fair

Date: September 18, 2013

Personnel Involved: General Sales Manager

The Employment Unit participated in the Riverside County Job Fair. The purpose of the fair was to provide an opportunity for attendees to seek employment and learn about local businesses. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

Mt. SAC Radiofest

Date: October 16, 2013

Personnel Involved: General Sales Manager & Market Controller

The Employment Unit participated in the Mt. SAC RadioFest 2013. The purpose of the job fair was to provide an opportunity for students to have a chance to network with radio station professionals and see what jobs are available in the broadcast industry. Station personnel in attendance had substantial responsibility in the making of hiring decisions and explained available positions and job requirements in detail to attendees.

Diversity Career Fair – Entertainment Industry College Outreach Tour at Florida A&M University

Date: October 3, 2013

Personnel Involved: Regional Human Resources Manager, CBS Radio Florida

CBS Entertainment participated in this annual event, held at Florida A&M University (FAMU). EICOP is an education, recruitment, and diversity program that tours Historically Black Colleges and Universities (HBCU) throughout the country bringing a unique view and opportunity to students interested in the entertainment industry. Through workshops, panel discussions, and a recruitment fair with professionals in the industry, students from FAMU's School of Journalism and Graphic Communication gained a rare inside look of major entertainment studios and networks. One of the regional HR directors for CBS Radio participated in the panel discussion and provided students with information on job and internship opportunities at CBS Radio (including openings at the Employment Unit) and the skills trending in today's

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environment. During the Q&A session, students were most interested in finding out how they could make their resumes stand out and how they could get started in the entertainment industry.

b) Participation in Career Events Sponsored by Educational Institutions

Featured Speaker at College of the Desert

Date: November 22, 2013

Personnel Involved: General Sales Manager

The Employment Unit provided in-class lectures for the College of the Desert Media Department. The purpose of the lectures was to cover topics from engineering & programming to promotions & sales. Recruitment flyers were distributed to interested students.

College of the Desert Media Department Tours and Station Open House

Date: May 8, 2014

Personnel Involved: Account Executive

The Employment Unit provided tours of the station to students attending College of the Desert Media Department. There were about 30 college students per tour. The tour included Q&A with the students as well as review of employment opportunities and internships in broadcasting and at the Employment Unit.

c) Internship Program

Internship Program

Date: Ongoing

Personnel Involved: Digital Sales Manager & Digital Content Coordinator & Marketing Manager

The Employment Unit established and conducted an Internship program designed to provide students interested in the media business with hands-on exposure to the day-to-day work at the stations, a better understanding of the media business, career and personal development, and exposure to industry professionals. During the reporting period, the Employment Unit had 3 interns.

d) Scholarship Program

Southern California Broadcast Association Scholarship Program

Date: Ongoing

Personnel Involved: Market Manager

The Employment Unit participated in the Southern California Broadcast Association's scholarship program, the George Nicholas Radio Broadcasting Award. The program is designed to assist students interested in pursuing a career in broadcasting. The Market Manager for the Employment Unit participated in selection of/voting for the scholarship award recipient.

e) Training of Management-Level Personnel

CBS Corporation Compliance Training Program

Date: Ongoing

Personnel involved: All full time employees, including management-level personnel

Employment Unit employees, including management-level personnel, participated in CBS Corporation's Compliance Training Program, which included online training regarding the Corporation's Business Conduct Statement, ethical business practices, appropriate workplace conduct and preventing sexual harassment and employment discrimination. Employees received the 2012 CBS Corporation Business Conduct Statement in July 2012 and were required to complete related online training during the period October to November 2012. Employment Unit employees, including management-level personnel, also

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received copies of the CBS Corporation quarterly compliance newsletter (Compliance Up Close) and short video vignettes on the following subjects: the Company's anti-retaliation policy, appropriate use of social media and financial integrity. In addition, all full time employees were required to take the "Preventing Sexual Harassment in Today's Workplace" online course and all supervisory managers were required to complete "Addressing Sexual Harassment in Today's Workplace" in July/August 2013.

f) Participate in General Outreach Efforts Using Job Banks or Internet Programs

Contributions to CBS Radio Career Website

Date: Ongoing

Personnel involved: Market EEO Compliance Officer

The Employment Unit has made significant contributions to the CBS Radio career website (www.cbsradio.com), which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them. Listeners to the stations are regularly directed to visit CBSRadio.com to view all available job opportunities with CBS Radio Riverside/ Palm Springs.

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Attachment A

JuJu.com- <http://www.job-search-engine.com/>

SimplyHired – www.simplyhired.com

Indeed – www.indeed.com

Lycos Classifieds – <http://jobs.lycos.oodle.com/>

OLX Classifieds – <http://www.olx.com/>

Oodle – <http://jobs.oodle.com/>

MySpace (Jobs) –<http://www.myspace.com/simplyhiredjobs>

LinkedIn (available on web tab only) – <http://www.linkedin.com/>

Zoominfo.com – <http://www.zoominfo.com/>

Spoke.com – <http://www.spoke.com/>

HR.com – <http://www.hr.com/>

Jobirn - <http://www4.jobirn.com/>

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Attachment B



Details of AJE Job Posting Outreach in Support of OFCCP Compliance

The America's Job Exchange OFCCP Compliance for Recruitment solution leverages an expansive network of partners and job exchanges that enables us to distribute your job posting to thousands of national, state, and community sites with a strong representation of diversity partners. As the OFCCP's regulations and guidelines continue to evolve, AJE is committed to expanding our network in an effort to help clients achieve compliance and obtain maximum exposure for their job postings.

AJE Job Network:

- AJE National Exchange: www.americasjobexchange.com
- AJE Diversity Exchanges
 - Veterans Job Exchange: www.americasjobexchange.com/veteran/job_exchange
 - Disability Job Exchange: www.americasjobexchange.com/disability-jobs
 - Diversity Job Exchange: www.americasjobexchange.com/diversity-jobs/diversityjobs
 - Women Job Exchange: www.americasjobexchange.com/womens-jobs
- AJE State Exchanges
 - Customized for 50 states (e.g., www.americasjobexchange.com/NY/state-jobs)
- AJE Jobs Mobile
 - AJE app for iPhone

AJE Outreach Partner Network¹:

AJE leverages more than 5000 sites in our Outreach Partner Network. Below is a small sample of the partners we work with to distribute your jobs nationally and to special interest groups.

- Niche Job Boards
 - Veterans Job Boards
 - VeteransJobs.net: www.veteranjobs.net
 - Disabled American Vets: www.jofdav.com
 - All Veteran Jobs: www.allveteranjobs.com
 - Disability Job Boards
 - Disability Jobs: www.disabilityjobs.net
 - Disabled Person: www.disabledperson.com

¹ America's Job Exchange chooses the organizations in the Outreach Partner Network based on service reputation and a track record of reliability. However, America's Job Exchange cannot guarantee the distribution performance provided by our partners.



- Ability Links: www.abilitylinks.org
- Diversity Job Boards
 - Diversity Jobs: www.diversityjobs.com
 - Asian Hires: www.asianhires.com
 - African American Hires: www.africanamericanhires.com
 - All Hispanic Jobs: www.allhispanicjobs.com
 - All LGBT Jobs: www.alllgbtjobs.com
- National Job Board Aggregators
 - Indeed: www.indeed.com
 - Simply Hired: www.simplyhired.com
 - Beyond: www.beyond.com
- Community Based Organizations
 - Easter Seals (several local chapters)
 - Goodwill Industries (several local chapters)
 - Arc (several local chapters)
 - New England Center for Homeless Veterans
 - US Veterans Initiative
- Government Sponsored Sites
 - VetSuccess: www.vetsuccess.gov
 - Veterans Job Bank: www.nationalresourcedirectory.gov/home/veterans_job_bank
 - State Department of Rehabilitation
 - U.S. Department of Veterans Affairs

AJE State Distribution Network²:

AJE distributes your jobs to more than 5,000 state employment delivery systems as defined by the OFCCP within VEVRAA/JVA regulations: www.dol.gov/vets/contractor/main.htm#37

- **State Job Banks**
 - Job feed
 - Job feed to individual states or through partner GeoSolutions
 - Manual posting
 - Manually posting of jobs on behalf of customer
- **State One-Stop Career Centers**
 - Daily email of new jobs (with links) sent to Career One-Stop offices near to job location
 - Business representatives, career counselors
 - Veteran representatives (LVER/DVOPs)

² America's Job Exchange's preferred method of job distribution to states is via job feed to state boards. When a job feed is not available, America's Job Exchange takes responsibility for manually posting jobs to the state board on behalf of clients, or utilizes the method of job posting recommended by the state.

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